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IU Human Resources



FROM INDIANA UNIVERSITY

Housekeeping

- Session will <u>not</u> be recorded; however, a PDF of the slides is available on the Road to Retirement website at <u>hr.iu.edu/benefits/road-to-retire.html</u>.
- All attendees have been placed on mute. If you have technical issues, please message an IUHR representative in the chat for assistance.
- Please put all questions in the Q&A box. Do not put any questions related to a personal situation in the Q&A.
- Watch the chat for helpful links to additional information. Chat will not be monitored for questions to the presenters.
- At the end of today's session, you will be asked to complete a brief survey.

Today's Agenda

- What is IU retiree status?
- Retiree medical plan options:
 - Options if you retire under age 65
 - Options if you retire at age 65 and older
 - Election and premium examples
- Tools & resources
- Q&A





IU Retiree Status

Based on AGE and YEARS OF IU SERVICE

| Age at Termination | Minimum Years of Active Full time IU Service | Age at Termination | Minimum Years of Active Full time IU Service |
|--------------------|-------------------------------------------------|--------------------|-------------------------------------------------|
| 55 | 30 | 61 | 18 |
| 56 | 28 | 62 | 16 |
| 57 | 26 | 63 | 14 |
| 58 | 24 | 64 | 12 |
| 59 | 22 | 65 | 10 |
| 60 | 20 | _ | |

Support Staff hired before July 1, 2013, who are covered by the legacy PERF retirement plan: Retiree status is reached with at least 15 years of full-time appointed IU service for employees separating at ages 60, 61, or 62.



What counts towards "Years of IU Service"

Years of IU Service = Full-time appointed service (some periods of leave without pay may not be counted)

- Contact AskHR to inquire about your "Years of Service" calculation for Retiree Status
- Sabbatical leaves and leaves for research are counted
- Years of IU service pro-rated for ages that fall between the ages listed in the chart





Retiree Benefits & Perks

*Perks through other IU Units or Organizations

Retiree health insurance

Retiree life (\$6,000)

IU tuition benefit

IU technology resources

(Administered by UITS, details at: kb.iu.edu/d/dddx#)*

Campus-specific resources:

- Parking discounts*
- Library and research access*
- Cultural and sporting events*

Memberships:

- IU Retiree Association* (Faculty/Staff)
- Emeriti House (Faculty/Librarians)*
- Senior Academy membership at IU
 Indianapolis (IU Indy Faculty/Staff)*



What if I don't meet the Retiree Status criteria?

You can still "retire" by separating from the university, but:

- You won't be classified as a retiree or have IU Retiree Status
- You won't be eligible for retiree benefits or Perks No impact on your ability to take distributions from retirement accounts







Access to IU Retiree Medical Plans

INITIAL eligibility requires that you:

- 1. Have IU Retiree Status; and
- 2. Are <u>covered by an IU-sponsored medical plan</u> as an employee or spouse of an IU employee at the time of separation.
 - Eligible spouses and dependent children (through age 25) are those covered on an IU medical plan at the time of separation.
 - You must enroll in COBRA or retiree coverage <u>within 60 days</u> of your retirement date.

CONTINUED eligibility requires that you remain continuously covered on an IU-sponsored plan.

Retiree Medical Plan Options Under Age 65:

- COBRA (continue current IU plan)
- IU coverage through IU spouse
- Anthem Under 65 PPO HDHP

Age 65 & Up (Medicare eligible):

- IU coverage through IU spouse
- IU Blue Retiree Plan





Benefits – IU Under 65 Retiree Medical Plan

- Premiums not based on age/tobacco use
- Not based on where you live
- Not an HMO or limited network
- Enhanced prescription drug coverage
- Meets continuous enrollment criteria to bridge to IU Blue Retiree plan
- For most, similar/lower premiums and higher benefits than ACA Marketplace plans



Monthly Medical Premiums (2025) Under Age 65

COBRA Medical (18 Months)

Anthem PPO \$500 \$1,205 - \$3,614 Anthem PPO HDHP \$503 - \$1,518

Anthem U65
PPO HDHP
(until age 65)

Anthem U65 PPO HDHP Monthly Rates

One Participant \$ 493.36 Participant & Child(ren) \$ 943.88 Retiree & Spouse \$ 1,313.97 Retiree & Family \$ 1,487.80



Monthly Dental Premiums (2025) Under Age 65

COBRA Dental (18 Months)

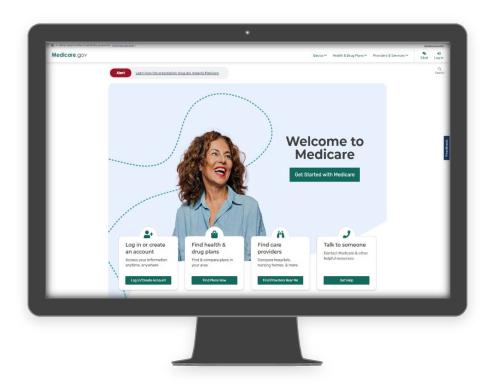
COBRA Monthly Rates

One Participant \$ 42.70
Participant & Child(ren) \$ 76.90
Retiree & Spouse \$ 100.31
Retiree & Family \$ 146.30





Medicare Website - Medicare.gov





Medicare Basics The ABC's & D's



PART A

HOSPITAL



No premium

PART B

OUTPATIENT



Professional and outpatient services

(doctor visits, therapy, home healthcare, etc.)

PART D

PRESCRIPTION



Alternative to
Original Medicare

PART C

MEDICARE ADVANTAGE



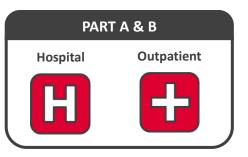
Private plans approved by Medicare

(includes Parts A, B, & often D)



Medicare Basics Options for Comprehensive Coverage

OPTION 1:



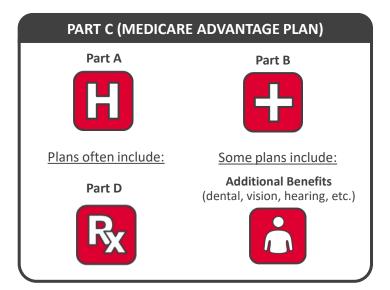


MEDICARE SUPPLEMENT

IU Blue Retiree Plan or a commercial "Medigap" plan

Covers Medicare deductibles and copays/coinsurance. Some plans may cover dental, vision, hearing, etc.

OPTION 2:



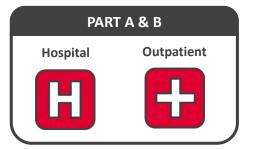


Enrolling in Medicare

- Initial Enrollment Period = 7-month period around your 65th birthday
- If you begin receiving **Social Security income** (e.g., age 62 or after):
 - You're automatically enrolled in Medicare Part A at age 65
 - Whether actively employed or already retired
 - When you or your spouse use your Social Security Income benefits
- Special Enrollment Period = 8-month period after employee coverage ends (NO special enrollment after COBRA)
- Penalties apply for enrolling outside enrollment periods
- Prior to Retirement Reach out to <u>askhr@iu.edu</u> for the CMS-L564 (Medicare Certification) at least 60 days prior to official retirement date.



IU Blue Retiree Plan Retirees & Spouses Aged 65 & Up





IU BLUE RETIREE PLAN

Covers **Medicare deductibles** and **copays/coinsurance**. Some coverage for **dental, vision, hearing**

- Coordinates with Original Medicare like a Medigap or Medicare Supplement plan
- Pays Medicare deductibles (including Part B) and copays/coinsurance
- Covers medical expenses outside the US.
- Does not include prescription coverage (you must also enroll in Medicare Part D to have prescription coverage)



IU Blue Retiree Plan

Medicare Complement Benefits

Medicare Complement Benefits

When Medicare pays a portion of the cost of a medical service, the Blue Retiree plan coordinates with Medicare to pay all or most of what Medicare does not pay, up to the Medicare-approved amount. Providers who participate with Medicare accept assignment, meaning they agree to accept the Medicare-approved amount as full payment for Medicare-covered services. When other providers are used, you may have additional costs.

| Covered Services | Medicare Benefits – Member Pays | Blue Retiree Plan Pays |
|-------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| Medicare Part A | | |
| Inpatient Benefits | | |
| First 60 days | Pays all but Part A deductible. | Pays the Part A deductible. |
| Days 61 – 90 | Pays all but daily copays. | Pays daily copay. |
| Days 91 – 150 | Pays all but daily copays. | Pays daily copay. |
| Day 151 and over | Part A benefits exhausted. | Pays deductible & coinsurance. |
| Inpatient psychiatric hospital | Subject to inpatient deductible & coinsurance. | Pays deductible & coinsurance. |
| Inpatient copay maximum | Not applicable | Not applicable |
| Skilled nursing facility (100-day limit per benefit period) | Pays all but covered charges for days 1 – 20. Pays all but daily copay for days 21 – 100. | No benefit. Paid in full by Medicare. Pays daily copay. |
| Additional days of continued care. | Pays nothing. | Covered under Major Medical. |
| Home health care | 0% of Medicare-approved amount for covered services. | No benefit. Paid in full by Medicare. Pays daily copay. |
| Hospice care/respite care | 0% of Medicare-approved amount for covered hospice services. 5% of Medicare-approved amount for covered respite services. | No benefit. Paid in full by Medicare. Pays daily copay. |



IU Blue Retiree Plan

Medicare Complement Benefits

| Medicare Part B | | |
|---------------------------------------------------------------------------------|---------------------------------|------------------------------------------------------------------------------|
| Outpatient Benefits | | |
| Medicare Part B annual deductible | Part B deductible per year. | Pays Part B deductible and remaining 20% of Medicare-allowed charges. |
| Primary care physician visits | | |
| Specialist visits | | Pays Part B deductible and the remaining 20% of Medicare-allowed charges. |
| Chiropractic services (manual manipulation of the spine to correct subluxation) | | |
| Mental health – Outpatient professional | | |
| Substance use disorder – Outpatient professional | | |
| Non-emergency hospital or surgical center | | |
| Ambulance service (per one-way trip) | | |
| Emergency room | 20% of Medicare-approved amount | |
| Urgent care | of covered services. | |
| Physical, occupational, or speech therapy | | |
| Durable medical equipment (DME) | | |
| Prosthetics | | |
| X-rays | | |
| Chemotherapy | | |
| Radiation therapy | | |
| Podiatrist for non-routine foot care | | |
| Podiatrist for routine foot care (up to 4 visits per year) | Not covered. | Not covered. |



IU Blue Retiree Plan

Major Medical, Wellness, Vision Benefits

| Covered Services | | Medicare Benefits – Member Pays | Blue Retiree Plan Pays |
|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|
| Foreign Travel Outside the USA | | | |
| Outpatient emergency care | | Not covered. | Pays in full up to max allowable amount. |
| Inpatient emergency care (60-day lifetime limit) | | Not covered. | Pays in full up to max allowable amount. |
| Outpatient urgent care | | Not covered. | Pays in full up to max allowable amount. |
| Wellness Benefits | | | |
| Physical exam (one per year) | | 0% of Medicare-approved amount of covered services. | Not subject to deductible; pays remaining balance at 100% up to \$150 per calendar year. |
| Hearing services | | Not covered. | Not subject to deductible; pays remaining balance at 100% up to \$50 per calendar year. |
| Dental services | | Not covered. | Not subject to deductible; pays remaining balance at 100% up to \$125 per calendar year. |
| Vision Benefits (Anthem Blue V | iew Vision) v | isit hr.iu.edu/benefits/retireeblue.html for a full | summary of vision benefits. |
| Covered Services | In-network | | Out-of-network |
| Annual comprehensive eye exam ¹ | \$5 copay. | | Up to \$42 reimbursement. |
| Vision wear (glasses frames, glasses lenses, contact lenses) | Specific allowances and discounts when you visit in-network providers. See plan summary for details. | | |

¹ Medicare does not generally cover routine eye exams for eyeglasses or contact lenses. However, Medicare Part B will cover an annual eye exam if you have diabetes or are at high risk for glaucoma.



IU Blue Retiree Plan Silver Sneakers



- No-cost fitness benefit
- Access to 15,000+ fitness locations nationwide
- GO



- Virtual on-demand classes available 24/7
- Also includes guidance from fitness staff, signature classes, social connections, and more
- Visit <u>silversneakers.com/starthere</u> to get started

IU Blue Retiree Plan Monthly Cost of Coverage

- Retiree pays full cost of premium
- Premiums change annually (up or down), but not based on age

| Coverage Level | 2025 Monthly Premium |
|--------------------|----------------------|
| One Participant | \$201.39 |
| Retiree and Spouse | \$401.49 |

Calculate Monthly Cost of Coverage

Part A (No cost)
Part B (\$185 for most)



Medicare
Supplement Plan
(IU Blue Retiree)



Part D (\$0-\$109, avg. \$45)





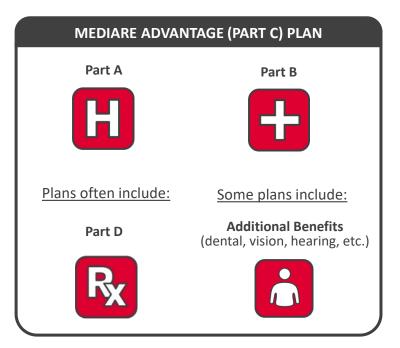


Commercial Medigap Plans

- Sold by private insurance companies
- Plans are standardized, and in most cases named by letters (Plan A N)
- As of January 1, 2020, Medigap plans sold to people new to Medicare can no longer cover the Part B deductible (IU Blue Retiree Plan does)
- Costs and availability vary by state
- Premiums can be affected by your age, gender, zip code, tobacco use
 - "Introductory" discount premium
 - After your Special Enrollment Period, you can be denied coverage, have coverage delayed, or have the premium based on health factors.



Medicare Advantage (Part C) Plans Alternative to Original Medicare



- Alternative to Original Medicare (Parts A & B), many also include Part D
- IU <u>does not</u> offer a Medicare Advantage plan and the IU Blue Retiree Plan <u>does</u> <u>not</u> pair with Medicare Advantage plans.



Scenario #1 Jenny & Dan



Jenny – Age 65 (IU Retiree)



Dan – Age 63 (Non-IU Spouse)

While Jenny's Employed at IU:

- Covers herself and spouse Dan on employee medical plan.
- Dan, age 63, is a retired principal.

After Jenny's Retirement:

- When Jenny turns 65, she retires with IU Retiree Status.
- Both elect IU Retiree coverage:
 - Jenny—IU Anthem Blue Retiree Plan (for 65+)
 - Dan—Anthem U65 PPO HDHP (for under 65)
- When Dan turns 65, he can switch to the IU Blue Retiree plan—the same plan as Jenny.

Scenario #1 – Jenny and Dan's Monthly Premiums

| Plan | Jenny's Premium | Dan's Premium |
|------------------|-----------------|---------------|
| Medicare A | _ | _ |
| Medicare B | \$185.00 | _ |
| Medicare D (Rx)* | \$25.00 | - |
| Blue Retiree | \$201.00 | _ |
| U65 Anthem HDHP | _ | \$493.00 |
| | \$411.00 | \$493.00 |

^{*}Medicare D plans vary in coverage and premiums (\$0 to \$109)

Total = \$904/month



Scenario #2 Paul & Mimi



Paul – Age 66 (IU Retiree)



Mimi – Age 62 (IU Employee)

While Both Employed at IU:

Each covers self on employee medical plan.

After Paul's Retirement:

- When Paul turns 66, he retires with IU Retiree Status.
- Mimi continues working and enrolls Paul on her employee plan as a dependent (he delays Medicare).
- When Mimi retires from IU at age 65, she and Paul each enroll in Medicare A, B, & D and the IU Blue Retiree plan. (Paul has IU Retiree Status and has been continuously covered by an IU plan.)

Scenario #2 – Paul and Mimi's Monthly Premiums

| Plan | Paul's Premium | Mimi's Premium |
|------------------|----------------|----------------|
| Medicare A | _ | _ |
| Medicare B | \$185.00 | \$185.00 |
| Medicare D (Rx)* | \$40.00 | \$7.00 |
| Blue Retiree | \$201.00 | \$201.00 |
| U65 Anthem HDHP | _ | _ |
| | \$426.00 | \$393.00 |
| | | |

^{*}Medicare D plans vary in coverage an7d premiums (\$0 to \$109)

Total = \$819/month



Scenario #3 Dave & Wes



Dave – Age 66 (IU Retiree)



Wes – Age 60 (IU Employee)

While Both Employed at IU:

Each covers self on employee medical plan.

After Dave's Retirement:

- When Dave turns 66, he retires with IU Retiree Status.
- Wes continues working and enrolls Dave on his employee plan as a dependent (he delays Medicare).
- Wes later takes a job with Lilly.
 - Both could enroll in IU retiree coverage at that time, (since Dave maintained continuous IU coverage), but instead they enroll with Wes' new employer.
- When Wes leaves Lilly at age 65, neither he nor Dave are eligible for IU-sponsored retiree coverage (Dave has IU Retiree Status but was not continuously covered through IU).

Scenario #4 Amira



Amira – Age 62 (IU Retiree)

While Amira's Employed at IU:

Covers herself on an individual medical plan.

After Amira's Retirement:

- When Amira turns 62, she retires with IU Retiree
 Status.
- Amira elects IU Retiree coverage:
 - IU Anthem U65 PPO HDHP (for under 65)
- If she remains continuously covered on the IU plan, she'll be eligible to enroll in the IU Blue Retiree Plan when she turns 65.

Scenario #4 – Amira's Monthly Premiums

| Plan | Amira's Premium |
|-----------------|-----------------|
| Medicare A | _ |
| Medicare B | _ |
| Medicare D (Rx) | _ |
| Blue Retiree | _ |
| U65 Anthem HDHP | \$493 |
| | \$493 |

Total = \$493/month

Scenario #5 Carlos



Carlos – Age 68 (IU Retiree)

While Carlos' Employed at IU:

Covers himself on an individual medical plan.

After Carlos' Retirement:

- When Carlos turns 68, he retires with IU Retiree Status.
- He enrolls in Medicare A, B, & D and the IU Blue Retiree plan.

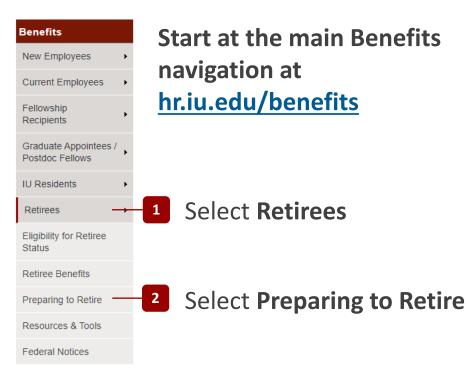
Scenario #5 – Carlos' Monthly Premiums

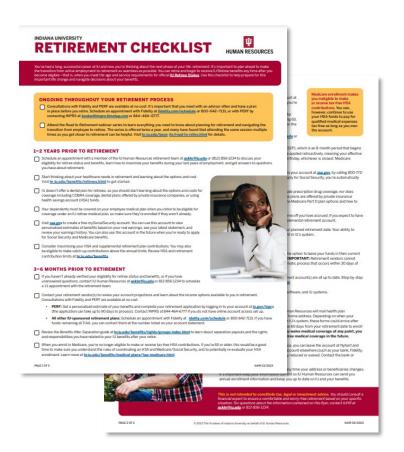
| Plan | Carlos' Premium |
|------------------|-----------------|
| Medicare A | _ |
| Medicare B | \$185.00 |
| Medicare D (Rx)* | \$37.00 |
| Blue Retiree | \$201.00 |
| U65 Anthem HDHP | |
| | \$423.00 |

^{*}Medicare D plans vary in coverage and premiums (\$0 to \$109)

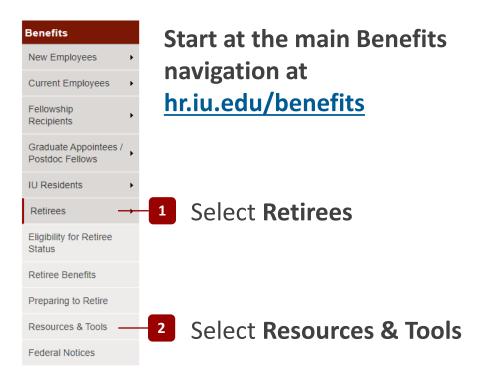


Retirement Checklist

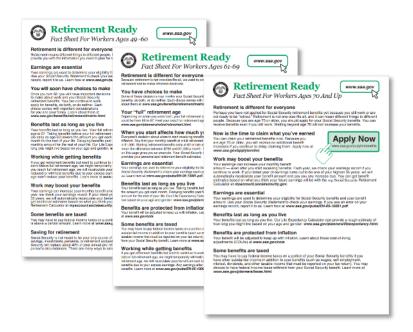




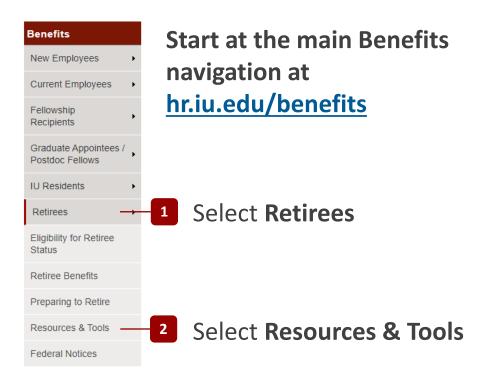
Retirement Resources & Tools



Retirement Ready Fact Sheets



Retirement Resources & Tools



Checklist for Online Medicare, Retirement, & Spouses Applications





Anthem Sydney Health App

- Log in easily and securely with your anthem.com credentials
- 24/7 access to digital ID card
- Estimate healthcare costs
- Find a doctor or provider and filter by distance or rating
- Check plan progress (deductible, OOP max)
- Review and submit claims
- Securely send and receive messages about your plan





Anthem Live Health Online

- 24/7 access to board-certified doctors from a smartphone, tablet, or computer with a webcam
- Receive medical care for things like the flu, rashes, fever, sinus infection, pink eye, more
- Cost around \$59 per visit
- Doctor can assess your condition, provide treatment options, and even send a prescription to your pharmacy
- Psychiatry, psychology, dermatology, and allergy visits also available



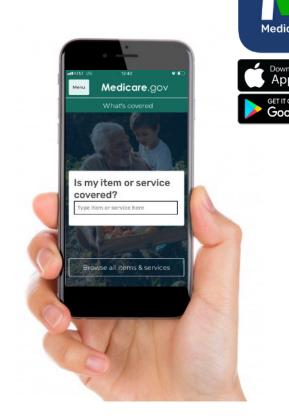






Medicare "What's Covered" App

- Quickly see whether Medicare covers your service in the doctor's office, the hospital, or anywhere else
- Delivers general cost, coverage and eligibility details for items and services covered by Medicare Part A & B
- Answer your Medicare coverage questions
- See information about your costs
- Learn about covered items & services
- Browse free preventive services





Silver Sneakers GO

- Strength, flexibility and walking programs customized for beginners, intermediate and advanced users.
- Schedule workouts and activities, with helpful in-app reminders.
- Easy workout modifications; users can switch recommended exercises from easier to harder depending on preferences and ability.
- Provides animated GIFs and videos with step-by-step instructions on how to perform recommended exercises.









Retiree Organizations

IU Retiree Association <u>iura.indiana.edu</u>

Retired IU Faculty and Staff, Spouses and Partners

Emeriti House emeritihouse.indiana.edu

Retired IU Faculty and Librarians

IU Indianapolis Senior Academy senioracademy.Indianapolis.iu.edu

Retired IU Indianapolis Faculty and Staff

Retired Indiana Public Employees Association ripea.org Retired Support Staff



Don't miss these upcoming Road to Retirement webinars:

Feb 11 – Medicare Basics (repeat)

Feb 14 – HSA Rules You Can't Afford to Miss at Age 65

Feb 21 – Social Security Overview

Feb 28 – Fundamentals of Retirement Income Planning

March 7 – Prepare for the Reality of Healthcare in Retirement

May 12 – Medicare Basics (repeat)

May 13 – Medicare Part D (repeat)

May 14 - Retiree Status, Benefits, & Perks (repeat)

Register at: hr.iu.edu/benefits/road-to-retire.html









